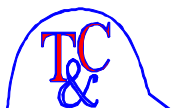


# 2010 Existing Business of the Year



**MFG & OPERATING, INC.**

*"Many options with one hat"*



**"The best part about being an entrepreneur and having your own business is knowing that you started with a dream and built that dream to be a successful business and that the opportunities are there to develop and expand the business."**

**— Thomas McGlinn and  
Craig Pangburn**

**Fort Hays State University  
Kansas Small Business  
Development Center**

600 Park Street  
105 Custer Hall  
Hays, KS 67601-3602  
Phone (785) 628-5615  
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## T & C MFG & Operating, Inc.

Owners	Craig Pangburn and Thomas McGlinn
Nature of Business	Manufacturing, Rubber Molding and Environmental Consulting
Business Address	1020 Hoover Street, Great Bend, KS 67530
Phone	800-533-5480
Email	T-C@tcmfg.com
Website	<a href="http://www.tcmfg.com">www.tcmfg.com</a>
Business Structure	Corporation
Business Began	1996
Employees	22 full time, 6 part time
KSBDC Consultant	Ron Newman

Two employees seized the opportunity to buy a portion of an existing business for which they had been employed. As they formed their new business, they felt they could lend the expertise, knowledge and desire to develop the business into something profitable and expansive. T & C MFG and Operating, Inc. is a small custom rubber molding and environmental consulting company located in Great Bend, KS. The Custom Rubber Molding division specializes in manufacturing rubber products for the irrigation, commercial, oilfield, industrial, medical, and wastewater markets using compression and injection molding processes. The Environmental Consulting division provides Mechanical Integrity Testing (MIT) and regulatory compliance expertise of underground hydrocarbon storage wells in Kansas. The MIT testing of the hydrocarbon storage wells is important, as it helps the industry remain in compliance with regulations enforced by the Kansas Department of Health and Environment (KDHE).

The newly acquired company contacted KSBDC for enhanced knowledge about financial assistance that might be available. While consulting with KSBDC, they gained information on availability of grants, trade shows, and assistance with training. The primary challenge was hiring qualified employees and maintaining cash flow until the company became established. As the company prospered, they were able to retain and gain qualified employees by offering competitive salaries and incentives.

### Secret to Success

**"Do your homework  
and keep your eyes  
and ears on the  
competition."**

The owners indicated they would tell anyone asking for advice on opening a business to do their homework on establishing a business work plan and to be honest with themselves on pitfalls they might encounter in order to be profitable enough to proceed with the business. They also advise to always keep your eyes and ears on the competition!

T & C MFG & Operating, Inc. has taken pride in being a good business citizen of their area through involvement with United Way, CASA, Chamber of Commerce, Special Olympics, police and sheriff organizations, city beautification projects, and various youth sports programs. They are also actively involved in the American Petroleum Institute, Ground Water Protection Council, Solution Mining Research Institute, the National Association of Manufacturers and Desk & Derrick Clubs.